



Non-Tenured Teacher Professional Development Plan

Revised 2009

A. General Guidelines for All Non-Tenured Teachers

1. Additional 3 days or **18** hours professional development in each of first 4 years
2. Must be done on teacher's own time with no remuneration or salary schedule credit
3. Must be done between July 1 – June 30

B. First Year Teachers

1. Required three day orientation process
2. Required after school workshops (6/8; evaluation and last session **required**)

C. 2nd – 4th Year Teachers (2009-2010)

1. Working with Technology Department to find "Tech. Academy" hours that would meet your requirements

D. Second-Third-Fourth Year Teachers (Must complete PDP plan and submit to mentor by Sept. 1)

1. Suggested topics for workshops for summer, after school or Saturday sessions are listed below. The number of hours credit is equal to the actual clock hours of in-service, excluding lunch or other breaks.
 - a. Differentiation
 - b. Classroom management
 - c. Technology
 - d. Working with a teacher assistant
 - e. Reg. ed teacher's role in special education
 - f. NSSD workshops
 - g. Dual language/bilingual
 - h. Workplace relationships
 - i. Middle school philosophy
 - j. Gifted education
 - k. Inquiry-based learning units
 - l. Sheltered English
 - m. Other District 112 Sponsored Workshops
2. In lieu of workshops, second, third and fourth year non-tenured teachers may select other professional activities as listed below, for a maximum of **12** of the required **18** hours)

**All written reflections must be 3-5 pages typed double-spaced

- a. Supervising student teacher (Only 3rd-4th year with 5 yr. experience, max. 12 hours credit)
- b. Pursuing National Board Certification (Maximum 12 hours credit)
- c. Individually reading professional books, with written reflection** (Max. 9 hours credit)***
- d. Individually watching professional videos, with written reflection** (Max. 9 hours credit)***

*****c. and d. above reflect a combined maximum of 9 hours total, not up to 9 hours each – time of credit is equal to actual clock hours spent watching or reading and writing**

- e. Observing teachers–teacher(s) subject to mentor approval-during NT teacher's plan (Max. 6 hrs. credit)
- f. being observed and critiqued by a teacher - teacher(s) subject to mentor approval (Max. 6 hours credit)

******e. and f. above: observation includes 30 minutes for pre-conference, up to 60 minutes for the observation, and 30 minutes for the post conference with the mentor**

- f. One related museum visit, with written reflection** (Maximum 3 hours credit)
- g. Developing on-line professional resources, shared with staff (example is participating in a professional on line community like the Discover Educator Network) (Maximum 3 hours credit)
- h. Participating in groups which look together at student work - must include data, written plan and journal or log of activities (Maximum 3 hours credit)
- j. Action research, shared with staff (Maximum 3 hours credit)
- k. Attending a District 112 board meeting, with written reflection** (Max. 3 hours credit)
- l. Presenting an after-school/weekend/or outside of school-day workshop without pay (Max. 3 hours credit)